

(DRAFT) DOVER AREA SCHOOL DISTRICT

Board Planning Meeting Minutes

Tuesday, September 8, 2026 7:00 PM

Administration Complex, 101 Edgeway Road, Dover, PA 17315

President Conley called the meeting to order at 7:00 PM

1. OPENING

1.A. Pledge of Allegiance

1.B. Roll Call

David Conley:	Present
Terry Emig:	Present
Allen Hogan:	Present
Craig Kindig:	Present
Miguel Llubes:	Present
Rob McKinney:	Present
Karen Miller	Present
Tyler Wagner:	Present
David Wolverton:	Present

Also Present: Dr. Timothy Mitzel, Interim Superintendent; Miranda Weaver, CFOO/Board Secretary;
Amy Aumen, Assistant Board Secretary

2. PRESENTATIONS

2.A STAFF RECOGNITION

2.A.1. Employee Recognition - September 2026

Going Above and Beyond

- Lynn Phoukeio
- Becky Kasumba
- Frank Kotula

Mentorship/Leadership

- Rachel Bradwell
- Stacy Pisco
- Lori Frate

Operational Excellence

- Tom Fluke
- Amy Aumen

Student Support

- Stephanie Zimmerman
- Marissa Kieffer

3. PUBLIC COMMENT

None

4. BOARD PRESIDENT'S COMMUNICATION

4.A3. Announcement of Executive Sessions –(no announcement)

5. BOARD COMMITTEE REPORTS

- Educational Excellence Committee Report - Director Miller
- Facilities/Safety Committee Report - Director Emig
- Resource Oversight Committee Report - Director McKinney
- Policy Committee Report - Director Kindig

6. DISCUSSION OF ITEMS FOR ACTION AT REGULAR BOARD MEETING (SEPTEMBER 15,2026)

- 6.A Field Trip Request, SkillsUSA State Officer Region 1 Summit-Albany, NY-October 8-11, 2026
- 6.B Field Trip Request - SkillsUSA Central Region Fall Leadership Conference (State Officer/Conference Officer) at Penn Harris Hotel, Camp Hill, PA -November 9-13, 2026
- 6.C Field Trip Request - SkillsUSA Central Region Fall Leadership Conference (Dover chapter officers) at Penn Harris Hotel, Camp Hill, PA - November 11-13, 2026
- 6.D CTE Curriculum
- 6.D.1 CTE Curriculum: Accounting Technology
 - 6.D.2 CTE Curriculum: Agriculture, General
 - 6.D.3 CTE Curriculum: Agricultural Mechanization
 - 6.D.4 CTE Curriculum: Business Administration
 - 6.D.5 CTE Curriculum: AP Business with Personal Finance
 - 6.D.6 CTE Curriculum: Commercial and Advertising Art
 - 6.D.7 CTE Curriculum: Computer Technology
 - 6.D.8 CTE Curriculum: Financial Literacy and Career Exploration
 - 6.D.9 CTE Curriculum: Horticulture and Landscaping
 - 6D.10 CTE Curriculum: Marketing
- 6.E Appointments:

Support-pending receipt of all required paperwork				
Name	Building	Position	Effective Date	Pay Rate
Thompson, Jennifer	HS	Computer Technician	9/15/2026	\$24.61 level 8 step 7
Beers, Haley	MS	PCA, Life Skills	9/15/2026	\$17.58 level 3 step 5
Giglioli, Megan	HS	PCA, Autistic Support	9/15/2026	\$17.58 level 3 step 5
Britus, Steenbergeen	WE	PCA, Autistic Support	9/15/2026	\$16.20 level 3 step 1
Ivo, Andreia	WE	PCA, Autistic Support	9/15/2026	\$16.53 level 3 step 2
Hernandez, Gabriella	NSE	PCA, Autistic Support	9/15/2026	\$17.23 level 3 step 4
Reichert, Randi	LE	PCA, 1:1 Learning Support	9/15/2026	\$16.20 level 3 step 1

Coaches/Advisors-pending receipt of all required paperwork				
NAME	Year/Level	Position	Effective Date	Pay Rate
Russo, Jaimie	Year 1 level 1	Advisor, DECA Assistant	9/15/2026	\$1975/year
Russo, Jaimie	Year 1 level 1	Advisor, Freshman Class	9/15/2026	\$673/year
Ural, Melissa	Year 3 level 2	Advisor, Freshman Class	9/15/2026	\$796/year
Koontz, Brian	Year 1 level 1	Coach, Head Girls Lacrosse	9/15/2026	\$2,856

Coaches/Advisors-pending receipt of all required paperwork				
NAME	Year/Level	Position	Effective Date	Pay Rate
Thomas, Carissa	Year 4 level 2	Advisor, Envirothon	7/1/2026	Correction to previously appointed L. Erney
Keane, Lauren	Year 1 level 1	Advisor, Fall Play Asst Director	7/1/2026	Correction to previously appointed S. Blecher
Bowen, Peter	Year 3, level 2	Sub Race - Skills USA	7/1/2026	Correction Previously Missed
Smith, Nolan	Year 14, level 5	Sub Race - Skills USA	7/1/2026	Correction Previously Missed

Long-Term Substitutes-pending receipt of all required paperwork				
Name	Building	Position	Effective Date	Pay Rate
Kulp, Allison	WE	LTS 40 + under 90	10/12/2026	80% of Bachelors Step 1
McCray, Monique	MS	LTS 40 + under 90	10/13/2026	80% of Bachelors Step 1

6.F Transfers

Name	Position Type	Prev Position	Effective Date	New Position	New Salary	For
Myers, Emily	Support	PCA, AS	8/19/2026	PCA, 1:1 @ DE	no change	vacancy
Ale-bhujel, Geeta	Support	PCA, AS	8/31/2026	PCA, 1:1 @ DE	no change	vacancy
Mekhael, Amal	Support	PCA, AS	8/26/2026	PCA, 1:1 @ MS	no change	vacancy
Matthews, Betty	Support	Food Service 4.5 hours	9/3/2026	Food Service 5 hours	no change	vacancy
Stubbs, Donia	Support	Food Service 3 hours	9/3/2026	Food Service 4.5 hours	no change	vacancy
Dolloff, Jessica	Support	PCA, AS	9/8/2026	Para, AS	\$20.16	vacancy

6.G Leaves

Leave of Absence - Medical					
#	Building	Position	Effective Date	Est Return Date	Reason
1	HS	Paraprofessional	9/9/2026	10/26/2026	Medical Condition
2	District Wide	Director	9/18/2026	09/29/2026	Medical Condition

6.H Resignations/Terminations

Name	Position	Emp Type	Building	Effective Date	Reason
Geibel, Ruth	Secretary, Attendance	Support	MS	8/24/2026	Voluntary
Kauffman, Deanna	Food Service	Support	MS	8/31/2026	Never Started
Oswalt, Justin	Coach, Varsity Assistant Unified Bocce	Coach	Ath	9/15/2026	Voluntary

6.I Retirements

Name	Position	Building	Emp Type	Effective Date	DASD Years of Service
Degenhardt, Jacqueline	Custodian, Evening	HS	Support	11/30/2026	14

6.J 2026-2027 Driver Listing

6.K CTE Obsolete Listing

6.L Bills Paid Report

6.M Treasurer's Report

6.N YTD Budget to Actual Report

6.O MINUTES

6.O.1 Minutes of the August 11, 2026 Board Meeting

6.O.2 Minutes of the August 18, 2026 Board Meeting

6.P 2027 PSBA Officer Election

7 Policies (1st Reading)

- 7.A Policy #105 - Curriculum
- 7.B Policy #204.1 - Virtual Attendance and Wellness Checks
- 7.C Policy #718 - Service Animals in Schools

8. PUBLIC COMMENT

9. MISCELLANEOUS

- 9.A Comments/Observations from Board members

9.B. ADJOURNMENT

- 9.B.1 Future Meeting Announcements:
September 15, 2026 Regular Board Meeting at 7 PM

- 9.B..2 Adjourn Meeting
Motion to adjourn meeting at 8:32 PM.
This motion, made by Terry Emig and seconded by Tyler Wagner, Carried.

David Conley:	Yes
Terry Emig:	Yes
Allen Hogan:	Yes
Craig Kindig:	Yes
Miguel Lluberes:	Yes
Rob McKinney:	Yes
Karen Miller:	Yes
Tyler Wagner:	Yes
David Wolverton:	Yes
Yes: 9, No: 0	

Board Secretary